See Page 2 for American Federation of Labor's Code for Steel Industry

The A. F. of L. Weekly News Service gives a brief summary of important events affecting labor, occurring in the industrial, legislative and judicial fields, and such other facts as shall benefit the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

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Agitation is the method that plants life in school by the side of the ballot-box.—Wendell Phillips.

WHOLE NO. 1164 | WILLIAM GREEN, President | WASHINGTON, D. C., SATURDAY, AUGUST 5, 1933 | FRANK MORRISON, Secretary | VOL. 23, NO. 22

AFL Demands 60 Cents Minimum Wage Per Hour, $18 Per Week For Workers in Steel Industry

President Green Tells Recovery Administration That Manufacturers' Proposed Minimum Rates of from 30 to 40 Cents Per Hour Are Unthinkable and Will Not Enable the Workers to Buy the Decent Living Described by Roosevelt as Being the Essential Object of the Recovery Act.

Washington.—The minimum hourly wage rate for iron and steel workers should be 60 cents, or $18 for a 30-hour week, universally applied throughout the United States.

This was the emphatic position taken by William Green, president of the American Federation of Labor, in presenting the Federation's code with respect to hours of labor, rates of pay and other labor conditions to the National Recovery Administration in the hearings on the code of fair competition submitted by the American Iron and Steel Institute.

The Institute's Code fixed minimum wage rates of from 25 cents to 40 cents an hour for a 40-hour week, the rate varying according to microscopic economic conditions in 21 wage districts. The American Federation of Labor's Code was offered as a substitute for the Institute's Code.

Mr. Green charged that the Institute's minimum would by no means enable the workers to buy the standard of living described by President Roosevelt when he signed the Recovery Act. Mr. Green produced recognized statistics to prove that with mounting living costs the $18 for the 30-hour week urged by Labor would buy but a very modest living and would certainly do no more than bring the lower paid workers up to the standard set by the President.

Mr. Green also assailed the Institute's proposed wage differentials in 21 wage districts as unjust and unnecessary, and demanded a flat minimum rate for the entire United States. He also insisted that the Institute's Code does not provide increased rates for skilled workers and fails to protect piece workers.

The text of Mr. Green's statement on the American Federation of Labor's proposed minimum of 60 cents an hour for the 30-hour week follows in the iron and steel industry follows:

Minimum Rates of Pay

"A schedule of hours that will markedly reduce unemployment is but one side of the Recovery program. The other side is this: Set the wage rates at a point which will provide a decent standard of living and will also create a purchasing power for the products of other industries.

"To quote the statement of the President when signing the Act: '. . . No business which depends for its existence on paying less than living wages to its workers has any right to continue in this country . . . and by living wages I mean more than a bare subsistence level—I mean the wages of decent living.'

$15 Weekly Minimum Too Low for Steel

"Inevitably the vast industrial experiment upon which we have embarked is quite without precedents set by past experience. We can rely only upon common sense and intelligent guesses.

"Some factor in the situation are known. We know that the President's re-employment program set, in general, $15 as the minimum weekly rate for all industry. This, it seems to us, can be no low for an industry having the heavy work and hazards of iron and steel.

"We know, too, that **even in the de-pressed year of 1931** more than four-fifths of the common laborers in the industry received 40 cents or more per hour and almost one-fourth of them received 50 cents or more (Bulletin 567, U. S. Bureau of Labor Statistics).

"So, also, we know that the average weekly payment to **unskilled labor** in the industry in 1929 was $28.77 (National Industrial Conference Board, 'Wages in the United States 1914-1930,' p. 99), and that between June, 1929, and June, 1933, the cost of living declined 25 per cent (Bulletin of July 13, 1933, U. S. Department of Labor).

60 Cents an Hour, $18 Per Week, Urged

"In the light of such facts as these, it seems a modest figure when we cite a weekly minimum rate of $18, or 60 cents per hour, as the rate which will, in this industry, effectuate the purposes of the Recovery Act.

"True, with rising costs of living, this may not restore the worker fully to his earlier position. That is a risk he is willing.' And, again quoting the President, 'The aim of the whole effort is to restore our rich domestic market by raising its vast consuming capacity.'

"The particular demand of this people is very great and if we can release it on so broad a front, we need not fear a lagging recovery.'

"What level of wages will accomplish this? The Recovery Administration, seeking . . . simple and direct approach to the great problem, is primarily concerned to establish a minimum wage rate, along with an opportunity for reasonable adjustment of the rates even of the more highly paid workers. What standard should be set?

Increased Rates for Skilled Workers

"To carry out the purposes of the Recovery Act, it is, however, equally important that the semi-skilled and skilled workers should have a corresponding lift in their purchasing power.

"Section 3 of the Code proposed by labor provides for this in some measure by suggesting a weekly rate approximating 70 per cent of the 1929 weekly rate for similar work.

"In view of the fact that the cost of living declined since 1929 by only 24.6 per cent (as indicated earlier), the amount suggested seems conservative.

"It must be remembered in this connection, that for many of the skilled crafts in this industry, the standard rates of pay established for skilled metal trade mechanics and building trade workers are applicable.

"It follows from the foregoing that more regards certain provisions in the Code proposed by the Institute not only unfortunate from the point of view of Labor but also as subversive of the essential purposes of the Recovery Act.

Steel's 21 Wage Differentials Criticized

"First, the Code of the Institute sets up, in decade II, 21 wage districts; and in these 21 districts seven different minimum rates for common labor are proposed. These seven rates, however, really fall into two groups: (a) in the South, one rate of 25 cents per hour and another of 27 cents are proposed; (b) for all the rest of the country, the rates vary from 35 cents to 40 cents per hour.

"Available evidence does not indicate that so many districts and so many

(Continued on Page 2, Col. 3)

Green Urges Advisory Industrial Relations Body for Steel Industry

Coercion, Espionage, Long Hours, Low Pay, and Unemployment Should Be Abolished, A. F. of L. Chief Says—Recommends That Wages Be Temporarily Fixed by Recovery Administrator Pending Survey.

Washington.—The immediate establishment of an Advisory Council on Industrial Relations in the iron and steel industry was strongly recommended by William Green, president of the American Federation of Labor, in the hearings on the fair competition code for the industry held by the National Recovery Administration.

Mr. Green vigorously attacked the minimum wage of 35 cents an hour, the maximum work week of 40 hours, and the notorious company union demanded by the iron and steel manufacturers. He deplored the constant struggle and bitterness and other labor conditions between those who own and control the industry for private profit and those who do the necessary work in the production of iron and steel products. He declared that the National Recovery Act the people of the United States have conferred great social opportunities on the industry and that Labor is ready and anxious to join with the employers in achieving those opportunities.

He pointed out that the Advisory Council should be able to prevent friction in the industry and facilitate the long range planning of wise industrial relationships. He recommended that the members of the Council shall be selected by the President of the United States as follows: Three members from the names submitted by the American Iron and Steel Institute, three members from the names submitted by the American Federation of Labor, and a chairman designated by the President of the United States.

In his statement Mr. Green gave the following additional information regarding the proposed Advisory Council:

Advisory Council on Industrial Relations

"If it must be so, then the ultimate hope lies in the effort to govern industrial relationships in this great industry can be worked out in an arena of argument and controversy.

"But Labor would not have it so. Conscious of the soundness of its economic position, Labor covets an opportunity to join with the powerful industry in friendly rivalry in hastening the future of industrial relationships that becomes our obligation.

"Labor is ready for such a conference with the employers in achieving those opportunities.

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(Continued on Page 2, Col. 4)

AFL ISSUES CHARTERS TO 122 LABOR UNIONS

Washington, Aug. 4.—The rising tide of bona fide labor organization is thoroughly evidenced by the fact that the American Federation of Labor has issued 122 charters since July 3, Frank Morrison, secretary of the Federation, announced.

The new locals are located in all parts of the United States, and are especially numerous and active in those cities where the employers, despite the mandatory provisions of the National Recovery Act, have endeavored to defeat and indirect methods to force the workers to join the notorious company union—a form of organization which General Hugh S. Johnson, Recovery Administrator, has told Patrick J. Gorman, president of the American Iron and Steel Institute, had no place in the Institute's fair competition code for the iron and steel industry.

A survey of the charters include automobile workers in Michigan, rubber workers in Ohio, textile and timber workers in the Northwestern States, radio and television workers in Philadelphia, metal workers all over the iron and steel industry is located, cleaners and dyers, aluminum workers, aircraft workers, and dozens of other trades in which workers are increasing their demands for more and still more.

Officials of the American Federation of Labor do not anticipate any material let-up in the present drive for charters for bona fide organization and are continually extending the Federation's activities to every section of the country.

CHICAGO CENTRAL BODY SIGNS ROOSEVELT'S CODE

Washington.—William Green, president of the American Federation of Labor, and Carl Haessler, public relations counsel of the Federation, announced that the Chicago Federation of Labor, representative of the trades unions, has signed President Roosevelt's blanket code bringing under agreement all the office, studio, mechanical and editorial staff of these activities as well as the workers in the radio industry. Mr. Fitzpatrick added that this is the largest group of workers employed by any city central body in the United States.

In a telegram to Mr. Fitzpatrick congratulating him on the action of the Chicago Federation of Labor, President Green said: "Your active cooperation in this matter I am sure will be appreciated by the Recovery Administration in charge of the administration of the Industrial Recovery Act."

CONTRACT HOURS, WAGES, NEED NOT BE CHANGED

Washington.—Donald Richberg, general counsel of the National Recovery Administration, in an interpretation of President Roosevelt's voluntary blanket agreement, declared contracts reached by collective bargaining and which specify a definite number of hours' employment per week, may be maintained in purchasing power will be created, but how? If wages are to be raised enough to create the needed buying power, industry must be given considerable profit increases. To invest in wages and employment and more and higher profits in time. It is the only sound long-time policy. This means higher wages, shorten hours, take on more workers, keep prices to the lowest possible levels. For this reason prices rise faster than prices.

"The President's blanket code calls for a 35-hour week, with 40 cents an hour minimum wage in industry, and a 40-hour week with a weekly minimum wage of $12 to $15 for clerical workers, salesmen, etc. The code is established by a voluntary agreement between the President and individual employers.

"If the nation joins wholeheartedly in this move to create buying power, the unbalance of the last few months can be speedily corrected. It will require the highest type of patriotism on the part of every employer of labor to carry out the President's program and bring us finally out of this depression. The fully prepared warned us what lies ahead if we fail.

Collective Bargaining Essential

"The success of the President's program depends on the conscientious observance of the code by millions of employers. A few chiselers and profiteers can jeopardize the entire program.

"Even the consumers who buy Blue Eagle products cannot see behind factory walls to discover and report the abuses code privileges for selfish ends. Union organization equips the workers to see that codes are carried out in their plants. The shop chairman can keep daily check on employment, payment, pay.

"Separate codes for individual industries are to be developed, while the blanket code is in operation; the administration has just established the requirement that every code provide a continuing committee to enforce code provision, study the needs of the industry, suggest additions or changes. It is essential that Labor's views be included on this committee, as part. Labor is in position and has a right of policy. Only thus can we be sure of balanced progress.

"Organized labor is the only group capable of seeing that wages are increased as prices and earnings rise, that hours are adjusted, employment maintained. Distribution is the greatest problem we face today; organized labor's function is to see that incomes are high enough to provide for the purchase of goods manufactured."

LARGER BUYING POWER NECESSARY FOR CODE

Washington. — Drastic increase in purchasing power and broad use of collective bargaining are essential to the success of the President's blanket code in the business survey of the American Federation of Labor. The survey says, in part:

"Purchasing power must be created, but how? If wages are to be raised enough to create the needed buying power, industry must be given considerable profit increases. To invest in wages and employment and more and higher profits in time. It is the only sound long-time policy. This means higher wages, shorten hours, take on more workers, keep prices to the lowest possible levels. For this reason prices rise faster than prices.

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Green Gives Knockout to Steel's "Company Union" Scheme for Code

A. F. of L. President Declares That the So-called "Employe Representation Plan" Proposed by the Iron and Steel Institute Violates the Recovery Law, Sanctions Interference by Employers with Right of Employes to Organize, and Destroys Workers' Freedom.

Washington. — Declaring that the right of the workers to organize in unions of their own choosing, free from every sort of employer interference, was protected in the American Federation of Labor's Code with respect to hours of labor, rates of pay, and other conditions of employment, and denied by the steel manufacturers in the company union sections of their Code, William Green, president of the Federation, knocked the employers' company union monstrosity into smithereens in a statement prepared for the hearings on the labor provisions of the fair competition code for the industry before the National Recovery Administration.

Forced to Withdraw Company Union Scheme

Backed into the corner by the known determination of organized labor to assail the company union scheme plus the statement by General Hugh S. Johnson, Recovery Administrator, that in his judgment the company union proposal was "inappropriate" to the code, the board of directors of the American Iron and Steel Institute, upon the advice of Robert P. Lamont, president of the Institute, withdrew the company union section after Lamont had defended the proposal before Mr. Green was recognized to criticize it.

Right to Organize Is Mandatory

"Concerning Section 1 of Labor's Code, it is unnecessary to point, under the terms of the National Industrial Recovery Act, the provisions of Section 1 are mandatory; they constitute an industrial charter for labor which may not be taken away, may not even be modified.

"It is, however, necessary to point out that, in the area covered by these mandatory provisions which may not be abridged, the Code proposed by the American Iron and Steel Institute conflicts with Article IV, Section 2, and in Schedule C, certain provisions modifying the mandatory requirements with respect to the methods of collective bargaining.

Institute's Code Violates Recovery Act

"We urge that all these provisions must be stricken from the Code because (a) they are in violation of the National Industrial Recovery Act, and (b) they are unwise both from the business and the social point of view.

"For purposes of this hearing, the first paragraph of the mandatory provisions of the Recovery Act it is obligatory that the employes **shall be free from interference, restraint, or coercion of employers of labor, or their agents,** in the designation of their representatives. If these words mean anything, they mean that the workers shall select any representatives they may choose and in any fashion that seems to them wise.

Law Prohibits Employer Interference

"This provision in the law is clearly violated in the Code proposed by the Institute. This violation is implicit in the opening sentence of the second paragraph of Article 2 of the Code of the proposed Code, where it is said that the members of the industry 'are prepared to deal directly with the employes of such members collectively.'

"The plain intent of these words is to interfere with the freedom of designation of representatives of the workers. The fact is, indeed, made explicit later statements in the same paragraph. For, after reference to Schedule C as setting forth the 'principles of collective bargaining' it is provided that the employe representation plans' of the employers, it is contended that 'such principles should be maintained' and that the employers should be protected from interference of **any sort** with this particular method of so-called collective bargaining.

Election Held on Employer's Premises

"It there appears that: 'Nominations and elections of representatives of the employes shall be held on the premises

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Iron and Steel Officials Declare They Will Keep Company Unions

With Their Fake "Employe Representation Plan" Barred from Industrial Code by Organized Labor's Attack and Johnson's Ruling, the Steel Magnates Insist They Will Impose the Scheme Upon the Workers Without the Sanction of the Code and Despite the Mandatory Provisions of the Recovery Act.

Washington. — The enslavement of their employes under an employers' dictatorship and the banning of trade unions from the iron and steel industry was the stated purpose of the fair competition code for the industry submitted to the National Recovery Administration by the American Iron and Steel Institute, made up of practically all the iron and steel corporations.

Industrial Recovery Law Defied

In announcing the withdrawal of the company representation" monstrosity, Mr. Lamont stated that although the iron and steel manufacturers had been foiled in their attempt to have the code

An Important Question for Labor

The iron and steel manufacturers' company union scheme to nullify the plain mandate of the labor section of the National Industrial Recovery Act and bar trade union organization from the iron and steel industry therefore becomes of great importance to all workingmen and women.

It is important, first, because the American Federation of Labor will now directly fight the entire company union scheme, and, second, because in the course of events the National Industrial Recovery Administration will undoubtedly be called upon to decide whether the company union, organized, owned, controlled, operated, and financed by iron and steel corporations, is within the meaning of the collective bargaining provisions described in the Recovery Act, which declares that such organizations "shall be free from the interference, restraint, or coercion of employers of labor."

Steel Magnates Describe Company Union

The steel manufacturers' company union scheme appeared in two parts of their code as submitted to the Recovery Administration. Section 1 of Article IV declares that the code shall be subject to the provisions of the National Industrial Recovery Act guaranteeing the right of employes to organize in trade unions and bargain collectively without interference of any sort by employers and prohibiting employers from requiring membership in company unions or non-membership in bona fide trade unions as the price of a job. Then comes the following modification:

"Section 2. The plants of the industry are open to employes without discrimination as to their membership or non-membership in any labor organization. The industry therefore believes that the unqualified maintenance of that principle is in the interests of its employes.

Fake Collective Bargaining

"For many years the members of the industry have been and now are prepared to deal directly with the employes of such members collectively on all matters relating to their employment under the principles of collective bargaining under which certain members of the industry have dealt with their employes are embodied in employe representation plans, some of which are in force in each of members of the industry generally. The fundamental principles of such plans are set forth in Schedule C annexed hereto.

"It is the belief of the industry that the method of collective bargaining set forth in such plans provides for a day-to-day adjustment of all matters relating to the employment of the employes in the industry and at the same time insures to such employes a knowledge of the conditions existing in other parts of the business of their employer which they would otherwise be unable to obtain; that such principles should be maintained; and that the rights of the employes in connection therewith to bargain collectively through representatives selected or appointed and acting in accordance with such plans without interference, restraint or coercion of any sort should be preserved and protected."

Details of Company Union Monstrosity

Having outlined their company union in Section 2 of Article IV, the iron and steel magnates elaborate the proposal in detail in Schedule C under the suggestive title "Fundamental Principles of Employe Representation Plans." The text of Schedule C follows:

"The fundamental principles of employe representation plans in the industry are substantially as follows:

"1. There shall not be any discrimi-

(Continued on Page 2, Col. 6)

30-Hour Maximum Work Week in Iron And Steel Industry Asked by A. F. of L.

134,000 Steel Workers Are Still Unemployed, President Green States in Hearing on Code—Manufacturers' 40-Hour "Average" Week Would Create But Few Jobs—Unlimited Maximum Hours Demanded.

Washington.—The reactionary proposal of the iron and steel manufacturers for the 40-hour maximum work week was strongly attacked by President William Green of the American Federation of Labor in the hearings held by the National Recovery Administration on the fair competition code submitted by the American Iron and Steel Institute.

Stressing the absolute necessity of the 30-hour week as demanded in the American Federation of Labor's Code with respect to hours of labor, rates of pay and other conditions of employment in the industry, Mr. Green produced unimpeachable statistics to prove that the 40-hour week proposed by the iron and steel magnates would create but few jobs for the 134,000 idle steel workers, and predicted that the Labor's 30-hour proposal would not put all of them to work.

He also pointed out the injustice of the manufacturers' "average" 40-hour week extending over a period of six months, and urged that the maximum hours per week should be a fixed and unlimited number.

The text of Mr. Green's statement in favor of the 30-hour maximum work week follows:

Maximum Hours of Labor

"Section 2 of the Code proposed by Labor, providing in general for a maximum of 30 hours per week, is designed to carry out an essential purpose of the Recovery Act.

"The President himself has clearly stated the purposes of this Act. In his own words, it was passed to **put people back to work** . . . This task is in two stages—first, to get many hundreds of thousands of the unemployed back on the payroll by snowfall and, second, to plan for a better future for the longer pull.'

Why 30-Hour Week Is Necessary

"The method adopted by the Recovery Administration to accomplish this reemployment is simple and clear. As the President said, 'the idea is simply for employers to use more men to do the existing work by reducing the work hours of each man's week.' To carry this idea into realization, only two questions need to be answered: First, how many men are to be re-employed; second, how many hours of work per week shall be given to these men.

"The answer of organized labor is that there are more men to do the hours of work per week—and there are probably more than 30—for the workers who should be absorbed by the iron and steel industry.

134,000 Steel Workers Jobless

"Notice first the number to be absorbed. According to the 1929 Census of Manufactures, there were approximately 420,000 workers regularly employed in the iron and steel industry covered by the proposed Code.

"Then began the terrible decline. The number actually employed reached a low of approximately 188,000 (many of these employed but part time) in March of 1933—a decline of 232,000 in June.

"The number now employed is higher. It may be between 270,000 and 286,000. Even if the higher figure is taken, some 134,000 workers are still to be absorbed. Let no one's attention be made for increased mechanization of the industry since 1929.

Many Jobless Even Under 30-Hour Week

"What number of working hours per week will absorb those still unemployed? The 288,000 workers (at the most) currently employed are estimated to be working on the average 37.9 hours per week.

"If their work were reduced to 30 hours, place would be provided for some 75,000 men, and **even then those employed would be 60,000 short of the 1929** level.

"If the estimate of 37.9 hours per week now being worked is too high, then the number that will fall to be absorbed by reducing the hours to 30 will be higher. Whatever such an estimate will increased output absorb them? We do not know; but we do know that the July 24 issue of 'Steel' expresses the opinion that the current operation at

40-Hour Week Will Create But Few Jobs

"First, 40 hours per week, as has just been seen, will help little as a reemployment measure. Indeed, if the full 40 hours were to be utilized for each employee, it may be that this standard would actually decrease employment in the industry since the best figures now available indicate that the employes of the industry are on a day working an average of less than 40 hours per week.

"The only sensible, the only humane, course of action is to set the hours at a point, 30 per week, that gives some substantial promise of prompt absorption of a goodly number of the unemployed. If any later adjustment seems

Injustice of 'Average' 40-Hour Week

"Third, and quite as serious, the language in the Code proposed by the Institute for an average of not more than 40 hours per week **in any six months period** is fraught with injustice.

"This, of course, is practically equivalent to no limitation whatever. Such a 'limitation' cannot be inspected and enforced by the Recovery Administration. The absence of records will be lost in the lapse of time and the maze of employment records.

"Even if the provision were enforceable, it is unthinkable that the law should make it possible to work a man long hours one week and then lay him off or discharge him while some one worker is idle. Such an injustice quite feasible when lines of unemployed stand outside the gates.

"Whatever number of hours is adopted—and it should be 30—it should be stated as a maximum for each week. To indicate a maximum for any given day within the week would be even more in accord with sound practice."

A. F. of L. Denies That Green Interfered In Rochester Men's Clothing Workers' Dispute

Washington.—The American Federation of Labor made public the following statement relative to a story in a clothing trade paper that William Green, president of the Federation, interfered in a controversy connected with a strike of men's clothing workers in Rochester, N. Y.:

"Mr. T. A. Rickert, president of the United Garment Workers of America, served as an associate labor advisor at the public hearings held on the industrial codes submitted by the manufacturers for the men's ready-to-wear clothing trade on July 26th, as well as at the hearings upon the industrial code submitted by the manufacturers for the cotton garment industry and shirts on August 2nd and 3rd.

"The General Executive Board of Labor cooperated with President Rickert and the officers of the United Garment Workers of America at these hearings.

"The statement appearing in a clothing trade paper that the president of the American Federation of Labor had interfered in an alleged dispute which had grown out of a strike situation affecting those engaged in the manufacture of men's clothing at Rochester, N. Y., was incorrect and should be given no weight or consideration by the membership of the American Federation of Labor and its friends.

"With the exception of the field covered by the Journeymen Tailors' Union, which includes the production of made-to-order clothing, the American Federation of Labor recognizes that the United Garment Workers of America as having jurisdiction over workers employed in the manufacture of all kinds of men's and boys' ready-to-wear clothing."

City Street Cars and Buses Carried Over 11 Billion Passengers in 1932, Mahon Says

Detroit.—City transportation of passengers by street railway and bus companies declined during the three years of depression so well that it is still one of the leading industries of America, Col. William D. Mahon, president of the Amalgamated Association of Street and Electric Railway Employes of America, in a statistical review of urban travel data, declares.

During the year of 1932 the street railways of the United States, including subways, carried 11,732,450,000 passengers. Of this number the buses in operation, 14,000, or those operated by street railway companies, carried of this total number of passengers 1,325,000,000.

"There was earned in the operation of the street railways and buses $927,320,000, of which the buses earned $127,100,000. There was earned during the year by the independent taxi companies and organized taxi companies $1,150,000,000, and there was a falling off in business, as compared with the year 1931, of over 15 per cent.

"There is in transportation travel, outside of the buses used by street railways, operated by three years of depression so well that it is still one of the leading industries of America, the automobile. There are registered in the United States that is operated separately from the street railways about 26,000 school buses, and during the year these school buses carried over 500,000,000 passengers."

Although there is a continued decrease of street railways and increases in buses in the United States and Canada, the street railway industry is not by any means a dead one, Mr. Mahon concludes: "While it has been badly affected by the depression, it has stood up possibly better than any other industry in America, and all of us interested in the future of this industry have hopes that we have reached the bottom, and from now on we will start on the upgrade towards better and more prosperous times."

AMERICAN FEDERATION OF LABOR
WEEKLY NEWS SERVICE

SATURDAY, AUGUST 5, 1933

Issued from the Headquarters of the American Federation of Labor, A. F. of L. Building, Washington, D. C.

The American Federation of Labor Weekly News Service was authorized by the 1910 Convention of the Federation of Labor.
The Executive Council of the American Federation of Labor inaugurated the Service on April 8, 1911.

Editorials

Liberating the Workers from Toil

The editor of the Washington Post is greatly worried over the provision in the law appropriating $3,300,000,000 for public works that human labor instead of machinery shall be employed wherever practicable. Echoing the out-of-date views of the laissez-faire economists, he goes into ecstasies over the substitution of iron slaves for men and women in industry and sings this theme song to the machine:

"The machine has liberated millions of human beings from toil. Human labor is needed less and less as machine production progresses. No one can truthfully deny that machinery has been a great boon to the toilers of the world, yet in a period of distress they turn from it as the source of their difficulties."

This rhapsody about machinery having liberated millions of human beings from toil will not stand examination. In fact, the only persons who have secured freedom from toil by the substitution of machinery for human workers in the production and distribution of wealth are the few who own and control the machine. So far as the workers are concerned millions of them have lost their jobs because the employers can get the work done more cheaply by machinery. A considerable portion of the world army of 30,000,000 unemployed workers whose feet now pound the pavements in every country looking for employment, are jobless solely because those who own and control industry have installed iron machines to take their places.

Under production carried on solely for the private profit of those who own industry the workers receive practically no benefits from machinery and the only freedom from toil which millions of them do receive as the result of machine production is the freedom to live as best they can on the starvation rations doled out to the jobless by public and private relief organizations.

Recognition of the Union

In Pennsylvania thousands of union coal miners employed by the H. C. Frick Company, a subsidiary of the United States Steel Corporation, left their jobs in the company mines, went on strike in protest against the refusal of the Frick concern to consider redressing various accumulated grievances.

The strikers picket the mines. Sheriffs and mine police shoot and otherwise maltreat the pickets. City and village authorities bar the strikers from holding public meetings. Governor Pinchot orders out the National Guard and puts a large coal mining area practically under martial law. President Roosevelt asks the National Recovery Administration to intervene and sees what the Federal Government can do to settle the strike. But Thomas Moses, president of the H. C. Frick Company, acting under instructions from the officials of the U. S. Steel Corporation, persists in his refusal to deal with the representatives of the union miners. In short, he refuses "to recognize the union," and the strike continues.

What does recognition of the union mean? On one side there are the thousands of stockholders of the U. S. Steel Corporation who own the H. C. Frick Company, which in turn owns a lot of coal mines. The business of these stockholders is to have the coal mined and sell it for their private profit.

On the other side there are thousands of coal miners. The only property they have is their physical strength and mental skill, their labor power, their ability to mine the coal for the financial profit of the coal owners. Their only way to get the coal mined and to have a living for themselves and their families is to sell the use of their labor power to the mine owners for a certain sum per ton of coal mined or per day's work, which constitutes their wages.

For what price shall the coal miners sell the use of their labor power? What price shall the coal mine owners pay for the use of that labor power? How shall that price be determined? The coal miners say the price should be determined by collective bargaining between representatives of the miners organized in a union and representatives of the H. C. Frick Company; that the price agreed on shall be registered in a contract in which the coal miners agree to sell the use of their labor power for the stipulated prices for a definite period and the company agrees to employ exclusively members of the miners' union for the same period. This is recognition of the union.

Wherever the union is recognized as the proper body to negotiate with employers for the determination of wages, hours, and other labor conditions—wherever union standards are accepted by employers not only for the benefit of the workers directly concerned but for the advancement of the entire community—there we find orderly progress. Wherever the opposite condition prevails there is always industrial discontent and the justified resentment normally expressed by the coal miners' strike in Pennsylvania.

It is regrettable that the owners of the H. C. Frick Company did not realize in the beginning of the controversy the subversive character of their policy and reach a reasonable agreement with the coal miners. Peace in industry, the right of collective bargaining, industrial and civic progress, are not advanced by the policeman's club or the rifles of soldiers, sheriffs and mine guards. The company should recognize the union and thus line up with the principles of the National Recovery Act.

Easing Labor's Burden by Machinery

Of course it is an axiom that those who own and control industry do not install machinery for the benefit of the workers. They put in the iron slaves because they can make more profit out of them than they can by employing men and women.

Nevertheless industrial engineers and machine-mad employers continue to have in mind the consideration for the workers which animates them when they introduce "labor-saving" machinery in wholesale amounts in order, they say, to "relieve" working men and women from the arduous toil of hand production. But if one reads far enough one will usually find that this professed altruism is submerged by the profit motive swinging into the picture.

This is illustrated by a recent article in the Railway Age which carries the suggestive title, "Easing the Burden of Labor." The article describes various forms of machinery used by the owners of our railways to eliminate thousands of railway employees and tells what the railroad owners have accomplished in "reducing the burden on labor" performed by section gangs in keeping the tracks free of weeds. The article states:

"Weeding was formerly a hand operation, slow and expensive, which required from 300 to 800 man-hours a mile and cost from $60 to $200. Today through the perfection of suitable equipment, the same track can be cleared of weeds in two or three hours by means of chemical applications or burning for as little as $3.50 to $20 a mile."

This same sort of "easing the burden of labor" has been applied with such revolutionary thoroughness in other work like rail laying and ballast cleaning that "the section gang is being gradually reduced to a policing unit."

The author of the article grows grandiloquent over his theme that this labor-displacing machinery was designed primarily "to reduce the burden on labor," but finally lets the real cat out of the bag. He says:

"* * * **From an economic standpoint, few such machines can survive unless they can be made to demonstrate savings of sufficient magnitude to pay a satisfactory profit on the investment they represent.**"

There you have it. Those who own and control the railway industry and every other industry substitute "labor-saving" machinery for working men and women, not from any altruistic desire to "ease the burden on labor," but solely because the dollars and cents cost of the work done by the machines is less than the cost of the same work done by men and women. The owners of industry by the introduction of machinery "save" themselves the cost of human labor and swell the size of their dividends, while the workers whose labor has been "saved" are thrown into the army of the unemployed and live on a near-starvation basis.

$10,000,000 Job Relief Fund Asked in Colorado Assembly

Denver.—A $10,000,000 bond issue "to allay distress and unemployment" and "prevent social upheaval and insurrection" in Colorado was provided in the first House measure introduced in an extraordinary session of the General Assembly which convened here.

Receipts from sale of the bonds authorized by the bill would go into the Colorado unemployment relief fund, which the measure would create. The bill provides $2,000,000 for direct relief and $3,250,000 for highways. The remainder would go to construction of a State hospital and to municipalities.

AFL Industrial Code for Steel Affirms Workers' Rights; Bans Company Union

President Green Presents Organized Labor's Substitute for Manufacturers' Code to the Recovery Administration—Sixty Cents Per Hour Minimum Wage and 30-Hour Week Demanded.

Washington.—In contradistinction to the reactionary provisions with respect to hours of labor, wages, child labor and other labor conditions contained in the fair competition code presented to the National Recovery Administration by the American Iron and Steel Institute, the American Federation of Labor, through President William Green, submitted a real labor code designed to live up to the principles of the National Recovery Act.

The Institute's code undertook to secure legal sanction for the company union. The American Federation of Labor places its code solely on the mandatory provisions of the National Recovery Act guaranteeing the right of the workers to organize and bargain collectively without interference by employers and prohibiting compulsory membership in company unions or non-membership in trade unions as the condition of employment.

The Institute's code fixed the maximum work week at 40 hours. The American Federation of Labor code, in view of the large number of unemployed iron and steel workers, set 30 hours as the highest practical limit.

The Institute's code fixed 40 cents an hour as the minimum wage in the North and 25 cents in the South. After the hearings began, smarting under criticisms of the 25 cent rate, the directors of the Institute reached the conclusion that the iron and steel manufacturers in the South could pay 30 cents and amended their code accordingly. The American Federation of Labor's code called for a flat minimum of 60 cents an hour without any geographical differentials.

The text of the American Federation of Labor code follows:

LABOR'S STEEL INDUSTRY CODE

Section 1. Employers in the iron and steel industry shall comply with the requirements of the National Industrial Recovery Act, which declares:

Collective Bargaining

"(1) That employes shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self-organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection;

Company Unions

"(2) That no employe and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing; and

Thirty-Hour Week

"(3) That employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President."

Section 2. None of the members of the Code shall cause or permit any employe to work more than 30 hours in any one week, provided that this maximum may be exceeded to a fair and reasonable extent in the case of executives, supervisory capacities or in technical work, and those employed in emergency work.

Minimum Wage 60 Cents Per Hour, $18 Per Week

Section 3. (a) The minimum rates of pay per hour which shall be paid to any employe by any member of the Code shall be 60 cents, with a minimum weekly rate of $18, and this shall be a guaranteed minimum rate of pay regardless of whether the employe is compensated on the basis of a time rate or a piece-work performance.

No More Than Minimum

(b) Such employes of any member of the Code as are now receiving pay at a rate in excess of the hourly rate of common labor shall, within three weeks of the approval of this Code, receive reasonable increases in their rates of pay.

As an emergency standard of reasonableness, the weekly pay of such employes shall be approximately 70 per cent of the weekly compensation of similar work in 1929, regardless of whether a given employe is compensated on the basis of a time rate or a piece-work performance.

In no event shall any employe now receiving pay at a rate in excess of the hourly rate for common labor receive, as a result of the application of this Code, a weekly rate of pay lower than that now received.

Child Labor Prohibited

Section 4. None of the members of the Code shall employ in or about its plants in the industry any person under 16 years of age; provided that in manufacturing and mechanical work no person under 18 years of age shall be employed.

Advisory Council on Industrial Relations

Section 5. (a) In order to prevent friction in labor relations and to promote long range planning of wise industrial relationships in the industry, there shall be constituted an Advisory Council on Industrial Relations in the iron and steel industry.

The members of this Council shall be selected by the President of the United States as follows: Three members from 10 names submitted by the American Iron and Steel Institute; three members from 10 names submitted by the president of the American Federation of Labor, and a chairman, designated by the President of the United States.

Industrial Relations

(b) The Advisory Council, acting through its own initiative or on assignment by the Administrator, shall be the agency of the National Recovery Administration for investigating and reporting to the Administrator on matters of current friction in industrial relationships and plans for future relationships.

The Administrator, subject to the approval of the President if required by law, may assign to the Advisory Council such of his administrative powers as he may choose, and for such periods of time as he may choose.

Skilled Workers' Earnings Not Safeguarded

quite insufficient to provide the required decent standard of living.

"Furthermore, it does not lift purchasing power sufficiently to effectuate the purposes of the Recovery Act, for these workers are not safeguarded against reduction of even their present weekly rate after working hours have been reduced.

Piece Workers' Wages Not Protected

"Fourth, piece workers—and there are large numbers of them—are guaranteed, in the Institute's Code, only a rate which is 'sufficient to yield earnings' and that the phrase 'in no case less than' is not used) the minimum rate per hour for common labor in the plant. To effectuate the purposes of the Recovery Act the purchasing power of piece workers should be safeguarded as definitely as that of time workers.

Steel's Wage Rates Menace Industrial Peace

"Fifth, the Code of the Institute not only sets excessively low rates, it also expands these rates with such vague qualifications and such opportunities for avoidance that no real basis for industrial peace and progress is provided. For example:

"(1) Apprentices and learners, **without limitation of number,** may have a lower rate than common labor. Nothing is simpler than to classify, for purposes of evasion, a large number of persons as learners.

"(2) The possibility of any later increase in the rate for common labor is made to rest upon a future amendment of the Code or to rest upon 'agreements' worked out through company unions of the type described in Schedule C—which is, of course, not collective bargaining as contemplated by the Recovery Act, and would accordingly be an unlawful method.

"(3) The possibility of any later increase in the rate paid the hour workers is made to rest **upon amendments of the Code (and amendments are to be initiated (Article XII) by the Board of Directors** of the American Iron and Steel Institute) and not upon collective bargaining. Even part or all of the 16 per cent increase mentioned in the Code need not be made by a given plant, **if any plant in the district is paying a higher rate,** after the latter plant has made its 15 per cent increase.

"To sum up: The intricate, confusing, inadequate wage provisions of the Institute's Code neither effectuate the purposes of the Recovery Act nor do they make for industrial peace and security. Labor must insist upon their rejection."

English Labor Leader Hits Bosses' Hostility To Shorter Work Week for Jobless Relief

Newcastle-On-Tyne, England.—The establishment of a 40-hour week in the industry in Great Britain is pressed as an objective in the monthly report of John Hill, general secretary, to the United Society of Boilermakers and Iron and Steel Shipbuilders Workers, on the failure of the shorter-hour world movement at the 40-hour International Labor Conference, he mourns:

"It is significant that the British Government's delegate to Geneva was the chief opponents of any legal reduction of working hours."

Mr. Hill tells of a British conference on the subject, where the employers objected that statistics were insufficient to enable them to come to a decision; to which, puerility trade union officials responded that vital statistics never are complete, but that this fact never has been used as an argument to abandon the fight against disease and premature death.

To the employers' contention that new methods by increasing trade also increase the number of jobs, Mr. Hill presented figures showing that as put per man has increased 17 to 43 per cent in all competitive countries in the past six years, and that average output per man on a 46-hour week basis did not exceed that of less than a decade ago on a 48-hour basis. Surprisingly, to those who have placed faith on the "sun never sets on the flag" chimera, he notes:

"It is not yet realized by employers, and it certainly is not realized by workers, that it is the natural rights of Great Britain's rivers and coasts, all the unemployed could be given work and produce in thirty hours a week more than enough to provide a full standard of life for all.

NINE-DAY PAYLESS FURLOUGH CONDEMNED

President Gainor of Letter Carriers Says Postal Wage Reductions Retard Prosperity

Washington.—The nine days' furlough without pay imposed upon postal employees during the three months' period ending September 30, is given a courteous but caustic roasting by Edward J. Gainor, president of the National Association of Letter Carriers, in an editorial in its Postal Record. He says:

"This furlough plan will be revealed in the light of its own works. Is this the reaction of a self-sustaining postal policy in practical operation? Can it be made secure in fact all without further sweeping reductions in postal facilities and services? Will its general plan and purpose permit it to do teamwork with the National Recovery Act method to restore prosperity and on which millions now base such fervent hopes? In the finals, will it aid in balancing the national operating budget? These are pertinent questions that must be answered in the light of hard experience.

"Throughout its history this Association has taken the larger view of things. We do not protest or condemn for the mere sake of doing so. Constructive proposals always temper our criticisms. In this matter, however, furlough or no furlough, something momentous has happened; something that is destined to have a profound effect on public and postal welfare and the living standards of a great army of men and women rendering an indispensable service. With the major facts of the present absurd situation before us, we insist that this new furlough plan, levying further heavy tribute on the letter carriers as well as all postal workers, does not make for social or postal welfare and is in direct conflict with the National Industrial program now taking definite shape as directing agency of prosperity's return. Instead of the imposition of three added furloughs and a total of steadily increasing living costs, the 15 per cent wage cut should be suspended at once and wages be reestablished at their basic levels."

DUFFY URGES POTTERY WORKERS TO UNIONIZE

President of Potters' Brotherhood Declares Recovery Act Makes Intimidation by Employers Illegal

East Liverpool, Ohio.—The necessity of pottery workers organizing quickly to realize the benefits and rights to which they are entitled under the National Industrial Recovery Act is stressed by James M. Duffy, president of the National Brotherhood of Operative Potters, in a manifesto to unorganized pottery workers throughout the United States. He says:

"The Government of the United States has established your legal right to organize!

"No employer and no corporation can without violating the law, interfere in the exercise of the workers' right to organize and to bargain collectively through representatives of their own choosing.

"The National Industrial Recovery Act will empower you and your fellow families if you organize into bona fide trade unions. It will mean little if you do not.

"In the name of the National Brotherhood of Operative Potters I call upon all classes of pottery workers to act quickly, to organize immediately, to support the labor provisions of the law to which you are entitled through organization under the provisions of the National Industrial Recovery Act.

"The National Brotherhood of Operative Potters will assist you, will cooperate with you, and will make it possible for you to be associated with bona fide labor organizations."

Air a result of the flagrant intimidation used by pottery employers to prevent union organization of their employes, plus the militant methods of the Brotherhood, large increases in membership are reported in the seventy-seven part of the country where the pottery industry is located.

Here are a few samples of this membership enthusiasm: At Tiffin, Ohio, 80 employes of the Standard Sanitary Pottery joined the union. At Newcastle, Pa., a new union is made up of 100 new members. At Sebring, Ohio, a local union, moribund for 10 years, has jumped into militant activity. At North Amboy, N. J., 50 new members were enrolled.

AFL Asks 60 Cents Minimum Pay Per Hour, $18 Per Week, for Steel Workers

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rates are justified by differences in the cost of living, and Labor believes that the time has arrived to move toward the elimination of such differentials.

"Certainly if any wage districts are set up and if any differentials imposed, these things should be done only after a careful, impartial study of the whole situation. Current differences resulting largely from unequal bargaining power

"Third, as for semi-skilled and skilled workers, the Code of the Institute suggests that all four rate workers receiving on July 14 a rate in excess of that they being paid for common labor shall receive an increase of 15 per cent. This increase is for many of these workers

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"(2) The possibility of any later increase in the rate for common labor is made to rest upon a future amendment of the Code or to rest upon 'agreements' worked out through company unions of the type described in Schedule C—which is, of course, not collective bargaining as contemplated by the Recovery Act, and would accordingly be an unlawful method.

"(3) The possibility of any later increase in the rate paid the hour workers is made to rest **upon amendments of the Code (and amendments are to be initiated (Article XII) by the Board of Directors** of the American Iron and Steel Institute) and not upon collective bargaining. Even part or all of the 16 per cent increase mentioned in the Code need not be made by a given plant, **if any plant in the district is paying a higher rate,** after the latter plant has made its 15 per cent increase.

"To sum up: The intricate, confusing, inadequate wage provisions of the Institute's Code neither effectuate the purposes of the Recovery Act nor do they make for industrial peace and security. Labor must insist upon their rejection."

WORKERS SHOULD KILL THE COMPANY UNIONS

Editor Hewitt of Machinists' Journal Urges Employes to Join Real Unions and Escape Employers' Control

Washington.—A trenchant denunciation of the notorious company union scheme comes from the pen of Fred Hewitt, editor of the Machinists' Monthly Journal, the official organ of the International Association of Machinists in an editorial on "The Right to Organize" under the National Industrial Recovery Act. He says:

"That these nondescript organizations dubbed company unions are impotent and incapable of securing any benefits or rights for those they represent has been proven times without number. Company unions are, and always have been, just what the name implies—mere grotesque contrivances of the company, or companies, by which they are employed."

Pointing out that under the Recovery Act workers are not only free to join labor unions of their own choosing, even from even the most violent anti-trade union employers, Mr. Hewitt continues:

"Of course, the workers are not compelled to join labor unions, but it would be foolish for them not to do so if they would, in order to reap the benefits of united and concerted action in any negotiations they may advance their interest, hasten to file their application for membership in the organization having jurisdiction over the craft, or industry, in which they find employment. To join company unions will cease to exist and labor unions will prevail. This will be a blessing of the past.

"At last the workers have **The Right to Organize.** Will they exercise this right is the all-important question which remains to be answered."

1,000 Employes on Oklahoma Work Relief Projects Strike

Tulsa, Okla.—About 1,000 men employed on work relief projects struck here and sent a committee to authorities demanding a five-day week and a minimum wage scale of 40 cents an hour.

Under the prevailing scale, the men worked seven hours daily, two to seven days a week, at $1.25 a day.

Green Gives Knockout to Steel's "Company Union" Scheme for Code

(Continued from Page 1)

of the employer, so that there is not even freedom of place of meeting to elect representatives.

"Furthermore, the representatives elected shall be chosen from among the employes . . . of their employer. These persons, and only these, may confer jointly with one or more representatives of their employer at regular intervals to discuss 'any topic of mutual interest'; and if these representatives of the employe and the representatives of their employer cannot agree on hours, wages, or other conditions of employment, they have a right of appeal to the employer 'with a view to a final decision.' It will be noticed that there is no provision for the workers to hold meetings from time to time to instruct their representatives.

Workers' Freedom Destroyed

"These provisions in the Institute's Code round out the circle completely. They do not merely take away from the worker freedom to designate such representatives as he may choose; they even provide that his representatives shall be powerless in collective bargaining. It is made explicit that:

Employer Is Board of Appeals

"3. If such representatives disagree with the employer on any question really vital to the interests of the workers, appeal is to lie not to some impartial person or board, but to the employer, who has final decision—the word 'final' evidently being designed to prevent **(and this is a code that is to have the force of law)** the employes from subsequently taking the matter up through any other agencies or representatives.

Strike Company Union from Code

"The proposals in the Institute's Code are so clearly in violation of the explicit language of sub-section (a) of Section 7 of Title I of the National Industrial Recovery Act, and so evidently in conflict with the whole tenor and spirit of the entire Act, that the only possible course of action is to strike from the proposed Code the entire Section 7 and Schedule C and any other phrases or parts of the proposed Code resting upon such provisions.

Economists Attack Company Union

"Organized labor is by no means alone in holding that these provisions of the Institute's Code are in violation of the National Industrial Recovery Act. The problem was placed before leading economic experts in the field of industrial relations. Not one of these experts took the position that the Institute's provisions are legal, and the following took the definite position that they violate the Act:

"Professors of law: Felix Frankfurter, Harvard University, and Arthur H. Kent, University of Chicago.

"Economists and teachers of industrial relations: Paul Brissenden, School of Business, Columbia University; Charles R. Fowler, New York University; Carter Goodrich, Columbia University; David A. McCabe, Princeton University; Broadus Mitchell, Johns Hopkins University; Leo Wolman, University of Chicago; Selig Perlman, University of Wisconsin; Herman H. Silchter, Harvard University; Norman J. Ware, Wesleyan University, and Dale Yoder, College of Commerce of the State University of Iowa.

"Other experts: H. S. Person, managing director, the Taylor Society; Mary van Kleeck, director of Department of Industrial Relations, Russell Sage Foundation; Edwin C. Witte, chief, Wisconsin Legislative Reference Library.

Company Union Is Socially Fallacious

"In view of the evident illegality of the provisions in the Code of the Institute," Mr. Green concluded, "it is unnecessary to consume the time of the hearing with a discussion of the economic and social unwisdom of relying on the company union as an instrument of collective bargaining. Instead a brief statement of this aspect of the matter is filed with the Recovery Administration."

Iron and Steel Officials Declare They Will Keep Company Unions

(Continued from Page 1)

nation against any employe because of race, sex or creed, or any impairment of or any interference with any right of such employes to belong to or not to belong to any lawful society, fraternity, union or other organization.

Elections Held on Employer's Premises

"2. Employees shall have the right to hold elections of their representatives at least once in each calendar year.

"3. In order to avoid intimidation from any source, the right to nominate the candidates for election shall be made by secret ballot and elections from among the employes nominated shall also be by secret ballot. Such nominations and elections shall be held on the premises of the employer where the employes participating therein are employed at their usual places in each case convenient for such employes and after regular notice thereof to them.

"4. The candidates nominated and the representatives elected shall be chosen from among the employes who shall not participate in the management of the business of their employer. The representatives so chosen shall be sufficient in number and from among the employes in the different types of labor as that each such type shall be fairly represented.

"5. Duly elected representatives of the employes shall have the right to hold their meetings without interference thereof of any representative of the management of the employer.

"6. Procedure shall be maintained whereby duly elected representatives of the employes may meet places in each case with one or more representatives of their employer at regular intervals to the end that such representatives shall have full opportunity for fair and unhampered discussion with such representative or representatives of such employer of any topic of mutual interest.

Final Appeal to the Employer

"7. In case the duly constituted representatives of the employes or committees of such representatives shall be unable to agree with the duly constituted representatives of their employer upon any question relating to hours of labor, rates of pay and other conditions of employment, procedure for appeal shall be maintained—if necessary, to the head of such employer (in the case of a corporation, to its chief executive officer) respectively (in case the employer shall be a corporation, under its by-laws) for the purpose of adjustment of the business of such employer, with a view to a final decision that shall be just and fair as between the parties interested.

"8. Such procedure shall be so operated as to insure to such representatives of the employes full protection in the conscientious expression of their constituents."

The silly and reactionary provisions of this company union code, and its denial of the plain rights contained in the National Industrial Recovery Act, were fully exposed in the statement on the question presented by President Green, president of the American Federation of Labor, for the hearings on the code held by the National Recovery Administration.

Green Urges Advisory Industrial Relations Body for Steel Industry

(Continued from Page 1)

bers from competitive practices that tend to disorganize or to mitigate against profits (see Schedule I).

"It is to be said, too, that all this comprehensive planning by industry—involving, as it does, the most far-reaching assumption of control by industrialists in all American experience—is no matter of mere words.

"Ample provision has been made for

Adequate Social Results Must Be Achieved

"Against all this, safeguarded so that it is to be used for public interest, I have no protest. Quite the contrary, it welcomes this experiment in industrial self-government, and wishes it God-speed.

"But there is another side to the pic-

Abolish Espionage, Speeding, Unemployment

"Here is an industry fitted by its financial power, by its close and effective coordination of relatively few great members, and by the powers conferred upon it by Government, to take such leadership as would in the not distant future clear all types of industry from even the suspicion of coercion, espionage, excessive hours, overspeeding, meager wages, insecurity and irregularity of employment and all the rest of the black brood that keep our social order in turmoil and uncertainty.

"Here is an industry which, by nature through science and technology, we have reached a point where nothing but inept social organization keeps us from a life of physical plenty and of rich human experience. It may well be that industry—employer and employe alike—will be challenged to bring us out into this new life. Certainly no other agency seems a more probable one.

Let Recovery Administrator Fix Wages Temporarily

"I say all this so that it may be clear that, in suggesting the creation of an Advisory Council on Industrial Relations, I am not and steel industry. Labor is not thinking of loaves and fishes—not concerned in securing some selfish advantage, either temporary or permanent.

"Indeed, if the industry will join in the creation of such a Council, on its part Labor will, without argument, leave to the judgment of the Administrator of the Recovery Act what wages should be paid and what hours should be worked in the industry, pending a careful, impartial study of the whole situation and a resulting recommendation to the Administrator by this Advisory Council.

"Such a study, which should be completed within a month or six weeks of the date of the appointment of the Council, would greatly reduce points of tension and conflict and would pave the way for orderly progress and growth in the future.

"Most significant of all it would be an earnest of a new mental attitude, on the part of both employer and worker, in attacking their joint problems of industrial relations.

Influences of Recovery Act Are Permanent

"The Recovery Act, we rightly say, is an emergency act. But no man expects that it will leave our industrial life, and especially industrial relations, as it found them.

Let us face the situation as it is and work together not only to solve the problems of a too-dark present but also to plan for a brighter future.